



Unbridled Voice

November 2005

A New 'Unbridled' Look

In case you hadn't noticed, the "Communique" has been given a make-over! We are proud to announce "The Unbridled Voice" as the new publication for state employees.

You may remember a few months ago we asked for your input on renaming the "Commonwealth Communique". After hundreds of suggestions and hours pouring over them, we found the perfect fit!

"The Unbridled Voice" was suggested by Leslie Saunders. Saunders is a Revenue Tax Policy/Research Consultant in the Finance Cabinet.

"Well, I was trying to work 'Unbridled' in there some way, because I figured if we had the new brand we ought to use it," Saunders said. "Plus, given that it is a newsletter, I was trying to think of newspaper flags that would work with 'unbridled'."

For suggesting the winning title Saunders received a two night stay at any Kentucky State Park!

Thanks to everyone who took time to submit a suggestion! And congratulations to Leslie Saunders!

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State School Children Heed the Call to Help Hurricane Katrina Victims

In the wake of one of the worst natural disasters ever to strike the U.S., school children from around the state are helping to make life better for those who have been displaced by Hurricane Katrina by way of fund raising projects and food and necessity collections.

The hundreds of evacuees who have made their way to the state are being welcomed by thousands of school children throughout the Commonwealth who have done everything from collecting money for the Red Cross to bringing canned goods and books to school to be distributed to



Photo by: Tim Thornberry

(SCHOOL Continued on pg 8)

Personnel Cabinet Secretary Wraps Up Input Meetings

Nearly 2,000 state employees came out to voice their concerns and ask questions about the recommendations proposed by the Blue Ribbon Task Force on the Merit System. The meetings were held in 11 cities around the state, including Frankfort where 800 state workers attended the meetings. Also attending several of the meetings were legislators and members of the Blue Ribbon Task Force.

Personnel Cabinet Secretary Erwin Roberts headed up the employee input meetings. Roberts is also chairman of the Task Force. The major issues employees wanted to talk about were classification, drug testing, and the 40-hour work week.

(MEETINGS Continued on pg 5)

Message From Governor Fletcher

Dear state employees,

We have all seen the images coming from the Gulf Coast of the devastation and despair caused by the destructive forces of Hurricanes Katrina and Rita. These storms left thousands of people with nothing but the clothes on their backs wondering how they will be able to rebuild their lives.

As Kentuckians we have always had a strong sense of community in reaching out to help our fellow neighbors, whether they are the next door over or the next state over. When the call came from Louisiana, Mississippi and Texas for help, our state employees answered that call.

Many of you traveled to the Gulf Coast to help out. Officers from Kentucky State Police, Kentucky Vehicle Enforcement and Alcohol Beverage Control, among others, traveled to Louisiana and Mississippi to assist in law enforcement and distributing supplies to those in need. Kentucky Fish and Wildlife sent officers and boats to help in search and rescue missions in and around New Orleans in the days after Hurricane Katrina blazed a trail of destruction. Seventeen employees of the Kentucky Division of Forestry traveled to Louisiana to help with cleanup efforts.

Others went on their own or with other groups. Brian Furnish, Deputy Director of the Governor's Office of Ag Policy, went with 16 people from central Kentucky to help with cleaning up streets in east New Orleans. Bill Madden, Branch Manager for the Department of Highways District 6, volunteered for a week with the Kentucky Baptist Disaster Relief Team and worked in a summer camp near Clinton, Mississippi that served as a temporary shelter for evacuees.

Some of our employees were inspired to help based on their own personal experience of recovering from a natural disaster. Lisa Arnold, an Engineer Tech III for the Transportation Cabinet, lost her home in the 1997 flood that hit her hometown of Falmouth. Lisa and other members of her church traveled to Mississippi, where they helped prepare and deliver an average 6,000 hot meals per day to disaster relief workers and Salvation Army personnel. Lisa described the week long experience as "the best week of my life... the most rewarding by far." Jim Cheremie, an employee in the Department of Highways District, went to New Orleans to help family and friends begin to rebuild their lives.

Many of you also answered the call to help through the

donation of time, money and supplies to the relief effort. In every cabinet and every agency, employees donated money to the Red Cross and local churches and charitable groups in the Gulf Coast region and essentials like sleeping bags, tools and other essentials.

The help didn't extend just across state lines. Many of our employees reached out to evacuees looking for a fresh start in Kentucky. Several of you opened up your wallets, your hearts and your homes in giving evacuees that first step on

(GOVERNOR Continued on pg 9)

Kentucky State Police Trooper Recognized By DEA

A Kentucky state trooper has been recognized by the federal Drug Enforcement Administration for a traffic stop that led to the seizure of a large quantity of cocaine.

Trooper Timothy A. Vinal, of KSP Post 5 in Campbellsburg, received the award from the DEA's El Paso Intelligence Center in recognition of a traffic stop he made in May of 2004 on north Interstate 71 in Henry County. The action led to the discovery of 739 pounds of cocaine hidden in a motor home. According to the DEA, this was the largest individual highway interception of cocaine in 2004.

"Trooper Vinal's outstanding vigilance in this matter helped to take a significant amount of cocaine off the street," said KSP Commissioner Mark Miller. "His determination, commitment and professionalism exemplify those standards held in highest regard by the Kentucky State Police and the Commonwealth of Kentucky. On behalf of Governor Fletcher, Lt. Governor Pence and the entire law enforcement community in Kentucky, I congratulate him on a job well done."



Trooper Vinal receives award from DEA

Story Submitted by Kentucky State Police



Herman Mollmann

Kentucky State Police Announces Civilian Employee of the Year

The Kentucky State Police honored 23 of its most outstanding civilian employees at a special ceremony in Louisville. Personnel Cabinet Secretary Erwin Roberts joined Kentucky State Police Commissioner Mark L. Miller in presenting the awards.

Mary Ashby, Human Resources Branch Manager at KSP headquarters in Frankfort, was honored as KSP Civilian Employee of the Year. She

also received the Administrative Support Supervisor Award. A 31-year veteran of the agency, Ashby is a native of Lawrenceburg and a 1973 graduate of Western High School in Anderson County.

As Human Resources Branch Manager, Ashby supervises five employees and processes the payroll for approximately 1,700 employees. She also acts as a retirement advisor for the agency, assisting employees in this important and complicated process.

Deferred Compensation Says Goodbye to a Long-Time Contractor

Herman Mollmann first became involved with Kentucky Deferred Compensation in the fall of 1983, when he, along with his brother Joe, signed a contract for their company, National Deferred Comp (NDC) to provide Record-Keeping, Marketing, Communications, and Investment Consultant Services for what was then a program with about 13,000 participants and less than 10 funds.

Herm and NDC joined forces with Kentucky Deferred Compensation in its hour of need. NDC (and especially Herm) literally inherited a program in chaos.

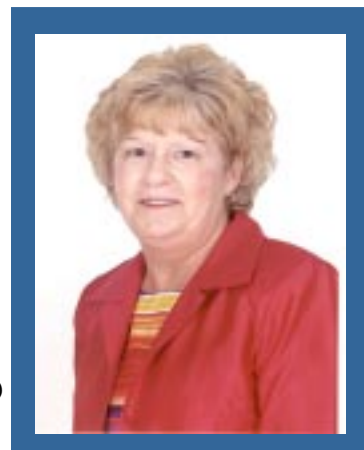
Thanks to the efforts of Herman and his troops, a strong partnership was formed with the (then) Department of Personnel, who had been assigned overall administrative responsibility by the State. Working together, and relying **heavily** on the experience that Herman and NDC brought to the partnership, tranquility was soon restored. One storm had been weathered. However, another was soon to come.

In the early 1990's the old Fixed Annuity with Kentucky Central Life (KCL) was by far the most popular investment option. Unfortunately, KCL suddenly developed major financial problems and the State of Kentucky was forced to take over the operation of the firm. Of course, KCL's financial woes created massive problems for Kentucky Deferred Comp, especially the over 13,000 participants who had some or all of their investments in the Fixed Annuity. Again, it was only with Herman's hard work, innovative computer program development, and inspiring leadership that Kentucky Deferred Comp was able to maintain the financial and professional integrity of the Plans.

These are only two of the hundreds of passages of rough water that Herman Mollmann has helped Kentucky Deferred Comp navigate. In addition, he was instrumental in bringing enhancements to the program too numerous to list in full. Significant examples would have to include:

- 1) the addition of the 401(k) Plan
- 2) the loan programs
- 3) the addition of matching accounts and other fund types
- 4) Participant Education Expos
- 5) the color-coded Spectrum of Investment Options (for many years our most effective and popular communications piece)

Deferred Comp employees would like to thank Herman for 22 years of valiant, untiring and inspired effort on behalf of the Commonwealth



Mary Ashby

(KSP Continued on pg 9)

Personnel Cabinet Employee Receives Award

Johnny R. Keene, Performance Management Branch, Personnel Cabinet was presented with the Walter R. Gattis, Jr award at the Kentucky Chapter of the International Personnel Managers Association for Human Resources' fall conference which was held at General Butler State Park on September 27, 2005. The Gattis award is presented to a Chapter member who has made significant contributions in the field of personnel management and in the promotion of the Kentucky Chapter of IPMA-HR. Mr. Keene has been a member of IPMA for 15+ years. The Gattis award is given in honor of Walter R. Gattis, Jr. who was instrumental in the establishment of the Kentucky merit system.

Mr. Keene is a 26+ year employee of the Personnel Cabinet. Since 1986, he has been over performance management where he has devoted many hours and an unwavering dedication for spear heading the design and implementation of the Employee Performance Evaluation System which became effective January 2001.

The Performance Management Branch is charged with administering and overseeing the statewide employee performance evaluation system. Mr. Keene, knowing that even a well-designed evaluation can be no better than the supervisors who are legally required to use it, welcomed the recent challenge of providing refresher evaluation training to approximately 6,000 supervisors. Mr. Keene and his staff spent many long hours developing and presenting refresher evaluation training to supervisors throughout the commonwealth.

The Performance Management Branch has recently become a part of the Office for Employee and Organization Development located on the Kentucky State University campus. Mr. Keene and his staff are always open to employees and agencies throughout the commonwealth to assist and answer questions concerning the state's legally required employee performance evaluation system.



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<http://personnel.ky.gov>**

Governor Fletcher Presents Narcotic Officer of the Year Award

In early November, Governor Ernie Fletcher presented the Narcotic Officer of the Year Award at the first ever Kentucky Narcotic Officer's Conference sponsored by the Office of Drug Control Policy, Kentucky State Police, Kentucky Narcotics Officers Association and the Regional Organized Crime Information Center.

Special Agent Frank Antos of the United States Forest Service was the recipient of the award. Agent Antos has been assigned as a task force member of the Appalachia HIDTA for the past five years. During the fall of 2004, Agent Antos along with other Lake Cumberland Area Drug Task Force members initiated a 13-month domestic marijuana cultivation/distribution investigation resulting in the seizure of over \$600,000 worth of property. Currently, federal indictments are pending on five members of this drug trafficking organization.

In February 2005, Agent Antos also initiated another investigation resulting in numerous sealed federal indictments pending. Agent Antos discovered a suspect with approximately a half a pound of meth inside his vehicle. After further investigation it was determined the organization was capable of delivering eight pounds of meth from Mexico to Las Vegas to Pulaski County every 10 days. According to the DEA, this was the first actual case documented of 100% pure liquid meth coming into the United States. It was trans-



Special Agent Frank Antos is presented award by Governor Fletcher and Office of Drug Control Policy Executive Director, Teresa Barton

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ported in carry-on luggage inside tequila bottles. During the past eight months Agent Antos along with others in the task force have identified 73 individuals involved in the distribution of meth solely in the state of Kentucky.

"Agent Antos demonstrates a strong willingness to work as a team member with all local, state and federal officers," said Director of the Lake Cumberland Area Drug Task Force, David Gilbert. "He has provided invaluable experience, leadership and guidance to younger drug enforcement officers within the Appalachia HIDTA region and other surrounding states."

"Frank Antos exemplifies the type of drug task force officer Kentucky needs to continue the fight against drugs," said Executive Director of the Office of Drug Control Policy, Teresa Barton. "His ability to communicate, organize and plan activities with different law enforcement agencies makes Agent Antos a successful team leader and Kentucky is happy to have someone like him on our side."

Nearly 250 representatives of law enforcement throughout the state attended the two-day conference held at the Marriott Griffin Gate Hotel in Lexington, Kentucky.

Story Submitted by Office for Drug Control Policy

(MEETINGS continued from pg 1)

"State employees have spoken loud and clear," said Roberts. "I intend to make their comments heard by Governor Fletcher, Task Force members and legislators."

At the meetings, Secretary Roberts presented the proposed recommendations to the employees. He explained what each recommendation meant. Employees were then given a chance to express their thoughts and opinions about the recommendations and ask questions.

Task Force members were given a chance to review a compiled list of questions, answers and comments by state employees.

Governor Fletcher announced the formation of the Merit System Task Force in July. The bi-partisan committee has compiled a list of 26 preliminary recommendations and several amendments. A complete list of the recommendations and amendments can be found at www.personnel.ky.gov.

Historic Properties Offer Limited Edition Capitol Ornament



Limited Edition Capitol Ornament

Just in time for the holidays, the Finance and Administration Cabinet's Division of Historic Properties is offering the third in a series of limited edition Kentucky State Capitol ornaments.

Each ornament is packaged in its own presentation box along with a brief history of the Capitol. The 2005 ornament has been masterfully designed and crafted by the ChemArt Company of Lincoln, Rhode Island. ChemArt also designs the annual White House Christmas ornaments.

This year's ornament features the richly sculpted north entrance pediment of the Kentucky State Capitol by Charles H. Niehaus (1855-1935). The central female figure represents Kentucky with arms open toward the promenade and Capitol Avenue. Her immediate attendants are Progress, who is seen kneeling at her feet pushing a winged steel wheel; History, on the right is recording the events of the richly peopled past; and Plenty, stands in the left background with a cornucopia overflowing with fruit and grain.

Proceeds from the sale of the ornaments will go to an endowment fund for renovation and restoration of the Capitol building. The nearly 100-year-old building has not undergone a significant renovation since the 1950's.

The ornaments are available at the Capitol Gift Shop, the 1792 Shop at the Kentucky History Center in historic downtown Frankfort and by mail order from the Division of Historic Properties, Berry Mansion, 700 Louisville Road, Frankfort, KY 40601. The cost of each ornament is \$20. Checks should be made payable to the Kentucky State Treasurer.

Story Submitted by Finance Cabinet

Kentucky Parks Extend Discount for Military, Add Veterans

The Kentucky Department of Parks is extending its discount at the state's resort parks for military personnel and adding veterans to the offer, according to Commerce Cabinet Secretary George Ward.

With the offer, all military personnel, including National Guardsmen, Reservists and veterans, can stay at any of Kentucky's beautiful 17 resort lodges for only \$39 a night from Sunday to Thursday through March 2006.

"We encourage military personnel to take us up on this offer," Ward said. "They do so much for us that this is the very least we can do for them. Plus, I think they'll find our resorts to be a great place to unwind."

The resort parks are located throughout the state within easy driving distance to most military personnel. For example, Rough River Dam State Park is located about 50 miles from Fort Knox. Lake Barkley, Kentucky Dam Village, Kenlake and Pennyriple are all within 60 miles of Fort Campbell.

Military personnel are also entitled to discounted rates on cottage rentals, starting at \$69 per night for a one bedroom.

Rooms must be reserved in advance and proof of military service is required. To make a reservation, interested persons can call the park of their choice directly at 1-800-255-PARK. Reservations can also be made online at <http://www.parks.ky.gov> by selecting USA in the promo field.

Story submitted by the Commerce Cabinet

Division of Surplus Property

The Division of Surplus Property conducts a monthly Spot Sale on the first Wednesday of every month beginning in March and ending in December. All bidders receive a listing of all lots upon registration. There is a bid space provided for each lot on the listing. Each buyer submits the price for the items they are interested in purchasing. The silent bid auction is open to the public and there is always an assortment of items including chairs, desks, cabinets, computer equipment, usually a few vehicles and numerous other items. The bidding begins at 8:00 a.m. and ends at 1:00 p.m. At the end of the silent auction, the bids are tabulated and the winners are announced. Sometimes there is as much as \$2,000 difference in the winning and second bid. The Spot Sale is a way of turning every item, no matter the value, into cash.

Surplus Property recently moved into its new location at 999 Chenault Road, making it more accessible to the public as well as to the donees. The new warehouse faces I-64 and is off Exit 58. In addition to the Spot Sale, the warehouse also has an Upholstery Shop that serves the needs of all state offices by refinishing and reupholstering old furniture into beautiful antiques that any office would be glad to showcase. Woody and Mike are there to assist all customers in order to create a fresh appearance with old outdated furniture.

Visit the Surplus Property Web site at: <http://finance.ky.gov/internal/surplus/auction.htm> to view the listings for public auctions as well as the items offered for sale on Ebay.



Story and photos submitted by the Finance and Administration Cabinet

From Your Secretary

By: Erwin Roberts
Personnel Cabinet Secretary



I can't express my gratitude enough by saying thanks to those 1,600 state employees who made a special effort to attend the Employee Input Meetings regarding the merit system held around the state in October. I appreciate your knowledge and opinions that you brought to the table. I hope by now many of you have had an opportunity to review other state worker's questions and input regarding the merit system on our web site at <http://personnel.ky.gov/stemp/meritysysbrtg/>.

After having met many of you personally, I am re-energized as Personnel Cabinet Secretary to continue doing the best job possible to meet your needs while at the same time carrying out Governor Fletcher's overall plan for the Commonwealth's growth.

Finalizing recommendations for the Blue Ribbon Merit System Task Force took hours of discussion, contemplation and study; it involved many hours of planning and paperwork by task force members and support staff. I appreciate everyone who participated behind the scenes to contribute to the task force's success.

Governor Ernie Fletcher announced the formation of the Task Force in July, 2005 with the goal of evaluating the merit system and making recommendations on possible changes to the merit system. With the daunting task of accomplishing this goal in roughly four months, we did it with your help.

Aside from the task force, the Department of Parks and Recreation supervisors will be passing on updated training to all parks' workers to further ensure their safety and the safety of park visitors. The Office for Employee Relations in the Personnel Cabinet held training semi-

nars throughout the state in October. There is also a new computerized system in place to better track park employee or visitor injuries. If there is an injury at any of our state parks, it will be reported to the Personnel Cabinet faster than ever before.

Work on the new HRIS system is well underway. We hope to have the first phase complete by March 2006. This innovative state-of-the-art system will make it easier for those seeking employment to do so without traveling to Frankfort. The new system will also update the way the state does business, saving the Commonwealth and taxpayers millions of dollars in time, manpower, paperwork, resources and gasoline.

I look forward to the current challenges the Personnel Cabinet faces with updating our technology; it's a great problem to have in updating the Commonwealth's overall efficiency.

I also look forward to my next meeting with all of you and will do my best to carry all state employees through the upcoming technological changes.

Sincerely yours,

Secretary Erwin Roberts

Submit Your Stories

We'd like to hear from you... stories of inspiration... stories of accomplishment. Share these touching stories with us!

You can e-mail these stories to us at

**LoriR.Aragon@ky.gov or
AmberL.Owens@ky.gov.**

(SCHOOL Continued from pg 1)

local, state and federal relief centers.

Jill Payne is the Family Resource Coordinator at Franklin County's Elkhorn Elementary School and has headed up that school's collection activities.

"The entire school has been busy and involved," she said. "I think it's important to instill in our children the act of giving. The children are helping, not for a reward but just because they want to help."

Breea Penny is a third grade student at Elkhorn and has helped not only in collecting items, but sorting them for distribution, as well.

Collins Lane Elementary, also in Franklin County has not only initiated a series of activities through their Family Resource Center and its director, Brian Murphy, but through the after school program, known as *Cougar Corner* and its director Betty Kelly.

"We are involved in community service projects throughout the year and our parents and children were eager to help," said Kelly.

Collins Lane has collected money, had bake sales and coin drives. One student raised over \$200 holding a yard sale.

Millard Middle School Principal Tommy Thornsberry's students also felt compelled to give. Teacher Alina Williamson organized the fourth through eighth grade students at the Pike County school and they worked together with area churches to buy and send \$10,000 worth of needed supplies by U-haul to the damaged areas. In three days the school's nearly 550 students also collected \$1,235 and donated it to the local American Red Cross. Thornsberry said this comes from a school where about 85 percent of the students qualify for the federal free lunch program.

Thornsberry said the students can relate to flooding damage, because every family in the area has been affected by flooding either directly or indirectly.

In the process of helping people affected by Hurricane Katrina, students have learned about a lot of different things but maybe more importantly about empathy and what it means to be a good citizen. Kentucky's citizens including its youngest ones have stepped up to help make life easier for people they don't even know and to learn something about themselves.

Story and Photo Submitted by the Education Cabinet

AIDS/HIV: What You Should Know

AIDS is Acquired Immune Deficiency Syndrome – a serious illness that makes the body unable to fight infection. When a person with AIDS cannot fight infections, this person becomes ill. Most people with AIDS will die as a result of their infection. Early diagnosis of HIV infection is important. If you have been told you have HIV, you should get prompt medical treatment.

Free anonymous and confidential testing and counseling is available at every health department in Kentucky. After being infected with HIV, it takes between two weeks and six months before the test can detect the antibodies to the virus.

HIV can be spread by:

- Sexual contact (oral, anal, or vaginal intercourse) with an infected person when blood, semen or cervical/vaginal secretions are exchanged.
- Sharing a syringe/needle with someone who is infected.
- Receiving contaminated blood or blood products.
- An infected mother passing HIV to her unborn child before or during childbirth, and through breast feeding.

You cannot get HIV through casual contact such as:

- Hugging or shaking hands
- Using public restrooms.

Prevention:

- Do not share needles or syringes with anyone.
- Do not have sexual intercourse except with a monogamous partner whom you know is not infected. If you do have sex with someone who is infected, use a latex condom.

You should be tested if you:

- Have had sex with someone who has HIV
- Have had sex with someone who has or has had any sexually transmitted disease.
- Have had multiple sex partners or you have had sex with someone who has had multiple sex partners.
- Have had a blood transfusion between 1978 and 1985.

More information:

If you need more information, please call the Kentucky HIV/AIDS Branch at (502) 564-6539; (Voice/TTY_ (502) 564-0208.

Self-Insurance: What Is It?

In January, state employees will be under a new health plan called the Kentucky Employees Health Plan. This is a self-insured plan which is self-funded. Employees will enjoy the same health benefit choices without paying a penny more for the entire plan year (January 1, 2006 through December 31, 2006).

Right now Kentucky uses regional contracts with various companies around the state. Having self-funded insurance will allow the state to have one contract, thereby helping reduce administrative expenses, cut insurance profit margins and secure better network discounts and pharmacy rebates. Under the self-insured program, the state itself will accept the risk and manage the entire program.

Generic Drugs Save

In addition, co-payments on prescription drugs covered in the first tier will be reduced to \$5 per prescription to encourage the use of generic drugs offering the same medical benefit at a lower cost. Oftentimes, your doctor may not think to prescribe a generic brand of drug – patients should ask their pharmacists if a generic is available. The answer is often yes.

The Commonwealth Saves

Governor Ernie Fletcher announced the new Self-Insurance Health Plan in September. The goal is to eventually save the state millions of dollars as health care costs continue to rise. Regional contracts are negotiated annually. The new statewide program will provide consistent benefits and an extensive provider network to members across Kentucky. Humana, Inc., in partnership with Bluegrass Family Health, has been selected to administer medical benefits, while Express Scripts, Inc. will be the pharmacy benefits administrator for the new health plan. The companies will coordinate services and information with one another to ensure seamless delivery of service for members. You will be able to choose among the same benefit choices (Essential, Enhanced, and Premier).

In the long term, by becoming self-insured, the state is investing in our employees' health and wellness in a way in which outside insurers cannot.

For additional information contact Member Services at the Personnel Cabinet at (888) 581-8834 or (502) 564-6534.

(KSP Continued from pg 3)

“Due to her vast experience and historical knowledge of the agency, Mary is frequently called upon to answer questions about a variety of issues,” said Capt. Russ Harney, commander of the KSP Human Resources Branch. “On many occasions, I have witnessed her input on an issue change the agency’s direction in a positive manner.”

“Our civilian employees make a significant contribution to achieving our mission of protecting the citizens of Kentucky,” noted Commissioner Miller. “Troopers in the field rely on their dedication and expertise on a daily basis.”

Story Submitted by Kentucky State Police

(GOVERNOR Continued from pg 2)

the road to recovery. Treva Wright-Donnell, our acting executive deputy director with the Kentucky Office of Insurance, and her husband Rick helped one evacuee find a job and also coordinated donations of clothes, personal items and even a bicycle for two extended families of 45 people.

Whether large or small, directly or indirectly, the employees of the Commonwealth of Kentucky stepped up to help those during what was probably the most dire time in their lives. I thank you for your service and compassion in this time of need.

Governor Ernie Fletcher

19th Annual Governor's EEO Conference A Success

Nearly 400 people attended the 19th annual Governor's Equal Employment Opportunity Conference in Louisville this year. Participants heard speakers share their personal stories about trials, tribulations and empowerment.

The Governor's EEO Conference marks another success for the Fletcher Administration. "The whole aim of this year's conference was to provide practical training in the areas of diversity and equal opportunity and to introduce those who are leading these efforts to state employees," said Stephanie Surratt, Deputy Executive Director of the Office of Human Resource Planning and Diversity Initiatives and coordinator for this year's event.

The conference featured over 14 different workshops including two new workshops on diversity and inclusion. Secretary Erwin Roberts gave the keynote address for the luncheon and for the second time Governor Ernie Fletcher offered his support and commitment by speaking at the Governor's Award's brunch.

Governor Ernie Fletcher poignantly told attendees, "We are united by a common belief in the dignity and inherent goodness of humankind, regardless of race, religion, gender, age or socio-economic status."

Thank you to everyone who helped make this year's EEO Conference a success!



Jerome Eneje, Ivy Alexandar and Tara Aziz, member of the Governor's Minority Management Training Program, enjoy lunch at the conference.



The Kentucky State University Choir entertains during the awards brunch.

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